



APPLICATIONS OF HUMAN PATTERNS

PERSONAL DEVELOPMENT, TRAINING AND COACHING

The instrument is almost a workbook for personal development options and frames of reference. It can be viewed as an outline of a comprehensive course in personal development. **Managers** particularly can set up training agendas based on their results.

TO ASSIST IN TEAM BUILDING

Groups within an organization who have all taken the questionnaire can learn a great deal about their team operations by discussing similarities and differences in their preferences. This reduces the bias and blaming that might have become part of team discussions and enables responsible decisions about assignments, team additions, and new procedures.

BUILDING AN ORGANIZATIONAL CULTURE

We believe that the best organizational culture is one that considers both people (human preferences) and objectives (mission), and that rigid prescriptive management systems work against a productive and cooperative work group, no matter how well intended or theoretically apt. Results can identify features of an organizational culture that can enhance or hinder achievement of the mission.

CAREER MANAGEMENT

Perhaps this is the highest and best use of the instrument. It offers comprehensive personally tailored feedback to an individual on his preferences and interests.

DEVELOP TEMPLATES FOR SELECTION PLACEMENT AND MOTIVATION

- Position Templates: Measure the motivation patterns inherent in a given job position within the organization. Helps determine a profile of the typical incumbent.
- Recruitment Templates: Identify the motivation patterns that will "fill in" gaps in the organization.
- Motivation Templates: Help managers and peers understand how to motivate a particular employee or an individual to understand personal motivations, interests, and preferences.

EMPLOYMENT INFORMATION

- Confirm that the candidate is as your selection process indicated.
- Identify discrepancies between your profile and the candidate.
- Point up areas you may need to cover in further reference checks or the job contract.
- Give you a management or training template for the individual.
- Combine with other profiles to enable you to mediate conflicts, facilitate collaboration, tailor assignments, and do team building.